Lexxic
Empowering Neurodiversity

DO IT

Neurodiversity Masterclass

Your Neuroinclusive Learning Journey



An Organisation Wide Approach to Embedding Change

We recommend that organisations engage with our training as a connected, organisation wide approach rather than isolated sessions. Our learning options are designed to be used flexibly across roles and teams, allowing organisations to focus training where it will have the greatest impact.

By selectively engaging with different types of training over time, organisations can build practical capability and confidence, supporting neuroinclusive ways of working to become part of everyday practice and embedding ND Smart capability in line with organisational priorities.

The Four Levels of Organisational Capability

Our core learning journey is structured across four key layers:

1. **Neurodiversity Masterclass**
2. **Neurodiversity for Line Managers**
3. **Neurodiversity Champions**
4. **Organisation-wide Awareness**

We also offer **Specialist Workshops** in a range of topics to provide deeper or more bespoke capability-building.

With nearly two decades in neurodiversity, we have seen this approach deliver lasting cultural change and continually improve ND Smart capability.

Neurodiversity Masterclass

Who this is for

HR and People professionals; HRBPs; EDI and ER specialists.

HR professionals sit at the centre of some of the most complex and sensitive workplace situations. When neurodiversity is part of that picture, the stakes are higher, from grievance and performance processes to ensuring fair, legally sound decision-making.

This masterclass is designed to give HR practitioners the confidence, capability and practical tools to respond effectively.

It goes beyond awareness to focus on what good looks like in practice, supporting HR to navigate real scenarios, advise managers with clarity, and ensure that organisational responses are both fair and proportionate.





Participants will explore:

- How neurodiversity shows up across the employee lifecycle – from attraction and recruitment through to performance, wellbeing and retention
- How to handle employee relations cases involving neurodivergent individuals with confidence and care
- The legal framework, including responsibilities under the Equality Act 2010, and what this means in day-to-day decision-making
- How to move from policy to practice, embedding neuroinclusion in a way that is consistent, sustainable and aligned to organisational goals

The focus is on building capability within HR teams to act as both a safeguard and a strategic driver – ensuring individuals are supported appropriately, while enabling managers to perform at their best.

Ultimately, this masterclass helps organisations shift from reactive problem-solving to proactive, neuroinclusive design, creating environments where people can thrive, not just be managed.

How it's delivered

One day online or in-person masterclass.

Purpose

To enable HR professionals to confidently advise the organisation, manage risk and embed neuroinclusive practice across the employee lifecycle.

What you will learn

By the end of this session, you will be able to:

- Understand what neurodiversity really means – and how different thinking and processing styles show up at work
- Know your legal duties under the Equality Act 2010 – and how to apply them with confidence
- Put inclusion into action through practical adjustments and HR processes that work for everyone
- Lead the change – championing a culture where neurodiversity is recognised, valued and supported

> **I really enjoyed the session, and it definitely has helped step up my knowledge.**
>
> – Managing Director

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